

March 21, 2017

**MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA
BOARD OF COUNTY COMMISSIONERS**

The Board of Commissioners of Mecklenburg County, North Carolina, met in Informal Session in the Meeting Chamber Conference Room of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street, Charlotte, North Carolina at 5:00 p.m. and in Formal Session in the Meeting Chamber of the Charlotte-Mecklenburg Government Center at 6:00 p.m. on Tuesday, March 21, 2017.

ATTENDANCE

Present: Chair Ella B. Scarborough and Commissioners
Dumont Clarke, Patricia "Pat" Cotham, George Dunlap,
Trevor M. Fuller, Bill James, Vilma D. Leake,
Jim Puckett, and Matthew Ridenhour
County Manager Dena R. Diorio
County Attorney Marvin A. Bethune
Clerk to the Board Janice S. Paige

Absent: None

-INFORMAL SESSION-

Commissioner Ridenhour was absent when the meeting was called to order and until noted in the minutes.

The meeting was called to order by Chair Scarborough, after which the matters below were addressed.

REMOVAL OF ITEMS FROM CONSENT

The Board identified item(s) 17-3861, 17-3865, 17-3886, and 17-3892 to be removed from Consent and voted upon separately.

STAFF BRIEFINGS – NONE

Prior to going into Closed Session, Deputy County Attorney Tyrone Wade addressed a recent article in the Charlotte Observer regarding text messages. He said some of the content of the

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article was not accurate.

He explained that text messages were considered a public record, if the message dealt with transacting County business. He said according to Verizon, the County's service provider, County text messages were purged after seven (7) days, therefore, any text message concerning the business of the County would have to be saved within that timeframe. He said it was the responsibility of the individual either transmitting or receiving the message to save the message.

Deputy County Attorney Wade explained that public records were governed by N. C. Records Retention guidelines. He said per those guidelines, text messages were considered to have no "continuing value" and could be deleted, if it's value was minimal. He said it's up to the individual Commissioner to decide which text messages should be saved. It was noted that there was probably a way the County could save all text messages, but it would be costly to do so, because all messages would be captured, business and personal. Further, that all of those messages would then have to be reviewed to determine what was a public record and what was not, prior to being released.

Deputy County Attorney Wade said the County received a request from the Charlotte Observer on January 27, 2017 for Commissioners text messages between the timeframe of January 9 – 20, 2017. He said the Charlotte Observer was informed that the County did not have those messages because they were automatically purged. He said the Charlotte Observer was aware of that prior to the article being written.

Commissioner James asked were there rules regarding snapchat, which was addressed.

Commissioner Ridenhour entered the meeting.

Commissioner James asked were employees aware of the rules regarding text messages. *Deputy County Attorney Wade said he would have to follow up with IT for a response.*

Commissioner Fuller asked was there a definition of "transacting County business." *Deputy County Attorney Wade and County Attorney Bethune said it was very broad and elaborated.*

CLOSED SESSION

17-3872 CONSULT WITH ATTORNEY
17-3874 LAND ACQUISITION

Prior to going into Closed Session, County Attorney Bethune announced there was no Consult with

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Attorney matter to be discussed in Closed Session.

County Attorney Bethune announced the following land acquisition matter to be discussed in Closed Session: Tax Parcel 067-031-11.

Motion was made by Commissioner Cotham, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to go into Closed Session for the following purpose(s): Land Acquisition.

The Board went into Closed Session at 5:41 p.m. and came back into Open Session at 5:58 p.m.

Motion was made by Commissioner Leake, seconded by Commissioner Fuller and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to move Item 17-3892 Proclamation-Day of National Service from the Consent section of the agenda to the Awards and Recognition section and Item 17-3877 Resolution Condemning Discrimination and Violence Against Others from the County Commissioners Reports & Requests section of the agenda to the Awards and Recognition section.

The Board then proceeded to the Meeting Chamber for the remainder of the meeting.

-FORMAL SESSION-

Chair Scarborough called this portion of the meeting to order. Commissioner Dunlap gave the invocation which was followed by the Pledge of Allegiance to the Flag and introductions; after which, the matters below were addressed.

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to move Item 17-3892 Proclamation-Day of National Service from the Consent section of the agenda to the Awards and Recognition section and Item 17-3877 Resolution Condemning Discrimination and Violence Against Others from the County Commissioners Reports & Requests section of the agenda to the Awards and Recognition section.

AWARDS/RECOGNITION

17-3892 PROCLAMATION – DAY FOR NATIONAL SERVICE

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to adopt a joint proclamation declaring April 4, 2017 as a Day For National Service in Mecklenburg County and the City of Charlotte.

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The Proclamation was read by Commissioner Puckett and received by Bert Green with Habitat for Humanity Charlotte.

A copy of a handout from Mr. Green is on file with the Clerk to the Board.

PROCLAMATION **City of Charlotte/Mecklenburg County**

WHEREAS, service to others is a hallmark of the American character, and central to how we meet our challenges; and

WHEREAS, the nation's mayors and counties are increasingly turning to national service and volunteerism as a cost-effective strategy to meet city needs; and

WHEREAS, AmeriCorps and VISTA members address the most pressing challenges facing our cities and nation, from educating students for the jobs of the 21st century, supporting veterans and military families, preserving the environment and helping communities recover from natural disasters; to providing legal services for the underserved, serving the homeless, and building and renovating homes; and

WHEREAS, national service expands economic opportunity by creating more sustainable, resilient communities and providing education, career skills, and leadership abilities for those who serve; and

WHEREAS, national service participants serve in more than 60,000 locations across the country, bolstering the civic, neighborhood, and faith-based organizations that are so vital to our economic and social well-being; and

WHEREAS, national service participants increase the impact of the organizations they serve with, both through their direct service and by recruiting and managing millions of additional volunteers; and

WHEREAS, national service represents a unique public-private partnership that invests in community solutions and leverages non-federal resources to strengthen community impact and increase the return on taxpayer dollars; and

WHEREAS, AmeriCorps and VISTA members and volunteers demonstrate commitment, dedication, and patriotism by making an intensive commitment to service, a commitment that remains with them in their future endeavors; and

WHEREAS, the Corporation for National and Community Service shares a priority with mayors and counties nationwide to engage citizens, improve lives, and strengthen communities; and is joining with mayors and counties across the country to support the 5th Annual Mayor and County Recognition Day for National Service on April 4, 2017:

NOW, THEREFORE, WE, Jennifer Watson Roberts, Mayor of Charlotte, and Ella B. Scarborough, Chair of the Mecklenburg Board of County Commissioners, do hereby proclaim, April 4, 2017 as

“DAY FOR NATIONAL SERVICE”

in Charlotte and Mecklenburg County and commend its observance to all citizens.

WITNESS OUR HANDS and the official Seals of the City of Charlotte and Mecklenburg County.


Jennifer Watson Roberts, Mayor
City of Charlotte




Ella B. Scarborough, Chair
Mecklenburg Board of County Commissioners



17-3877

**RESOLUTION CONDEMNING DISCRIMINATION AND VIOLENCE AGAINST
OTHERS (CHAIR SCARBOROUGH)**

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Motion was made by Commissioner Ridenhour, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to adopt a Resolution Condemning Discrimination and Violence Against Others.

Note: In light of recent events locally and across the country targeted at the Jewish community, the Board of County Commissioners wanted to go on record opposing any acts of discrimination or violence against Jewish residents, as well as, all residents of Mecklenburg County. The resolution shows the Board of County Commissioners concern for the safety and well-being of all residents and the communities in which they reside, work and recreate.

The resolution was read by Commissioner Ridenhour and received by Sue Worrel, Executive Director of the Jewish Federation of Greater Charlotte.

RESOLUTION OF THE MECKLENBURG COUNTY BOARD OF COMMISSIONERS

WHEREAS, on January 4, 2011, the Mecklenburg County Board of Commissioners adopted a resolution honoring, supporting and paying tribute to community values that embrace and promote equality, diversity, tolerance, inclusion, respect and civility; and

WHEREAS, the Board of Commissioners recognized that growth, prosperity and the desirability to reside in Mecklenburg County is constantly impacted by embracing the positive values and behaviors of compassion, equality, tolerance, civility, inclusiveness and respect; and

WHEREAS, discrimination against individuals does not reflect the community values that should be upheld in Mecklenburg County; and

WHEREAS, Jewish schools and community centers across the country recently have been terrorized by anonymous bomb threats; and

WHEREAS, as of February 28, 2017, more than one hundred (100) Jewish Centers and twelve (12) Jewish schools across the country have received bomb threats and three (3) Jewish cemeteries have been defaced, vandalized or desecrated; and

WHEREAS, Charlotte's Shalom Park campus has experienced three bomb threats since early January; and

WHEREAS, prohibiting discrimination is for the benefit of the public health, safety and welfare of all residents in Mecklenburg County; **now, therefore, be it**

RESOLVED, that the Mecklenburg County Board of Commissioners joins the local Jewish Community in condemning the aforementioned actions and the perpetrators exhibiting such behavior; and be it

FURTHER RESOLVED, that the Mecklenburg County Board of Commissioners condemns acts of discrimination and violence towards all residents and the communities in which they reside, work, and recreate.

Resolution recorded in full in Ordinance/Minute Book _____, Document # _____.

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PUBLIC APPEARANCE

17-3870 PUBLIC APPEARANCE

The following persons appeared to speak during the Public Appearance portion of the agenda:

Marilyn Stephan, Paul Jones, and Marcus Philemon gave their views and observations, per a recent visit to Mecklenburg County Jail North, particularly the area where juveniles were housed. Their comments were favorable and addressed the cleanliness of the facility, the environment, programs and services available to youth. They are a part of the CharMeck Court Watch.

A copy of a handout regarding CharMeck Court Watch is on file with the Clerk to the Board.

Braxton Winston spoke in opposition to Section 287(g) of the Immigration and Nationality Act.

APPOINTMENTS

17-3866 REAPPOINTMENTS/NOMINATIONS/APPOINTMENTS

BICYCLE COMMITTEE

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to reappoint Bryan Hall to the Bicycle Committee for a three-year term expiring March 31, 2020.

BOARD OF EQUALIZATION AND REVIEW

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to reappoint James Calder, Ken Hammond, and Eugene Poore to the Board of Equalization and Review for three-year terms expiring April 16, 2020.

Commissioner James nominated all applicants for appointment consideration to the Board of Equalization and Review: Russell Allen, Monique Cartwright, Carol Fortenberry, Melissa Polce, and Joyce Reid.

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Note: An appointment will occur following an interview of the above nominees by an ad hoc committee of the Board appointed by the Chair. Per Board policy, persons seeking appointment to the Board of Equalization and Review must undergo an interview process.

The following Commissioners volunteered to serve on the Board's Ad Hoc Interview Committee for appointment considerations to the Board of Equalization and Review: Commissioners Cotham, Leake, Puckett, and Ridenhour.

CITIZEN'S CAPITAL BUDGET ADVISORY COMMITTEE

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to reappoint Rachel Martin, David Tibbals, and Suresh Vottikonda to the Citizen's Capital Budget Advisory Committee for two-year terms expiring July 31, 2019.

Motion was made by Commissioner Puckett, seconded by Commissioner Leake and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Ashley Farley and Emillian Udekigbo to the Citizen's Capital Budget Advisory Committee for two-year terms expiring July 31, 2019.

COMMUNITY RELATIONS COMMITTEE

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Alicia Benjamin, Vanessa Clarke and Bonnie Foster to the Community Relations Committee to fill unexpired terms expiring July 30, 2017.

Note: They replaced Juan Bernal Vazquez, DeAngle Gadsden, and Diana Sanchez.

INFORMATION SERVICES AND TECHNOLOGY COMMITTEE

Commissioner Puckett nominated all applicants for appointment consideration to the Information Services and Technology Committee: Frank Benson, Vivek Dighe, and Branden Rosenlieb.

Note: An appointment will occur at the April 4, 2017 meeting.

NURSING HOME ADVISORY BOARD

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Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Monique Cartwright and Monique Horace to the Nursing Home Community Advisory Committee for a one-year term expiring March 31, 2018.

Note: They replaced Carole Gaither and Lennon Maye.

WOMEN'S ADVISORY BOARD

Motion was made by Commissioner Dunlap, seconded by Commissioner Leake and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to reappoint Charlene Henderson to the Women's Advisory Board to complete her unexpired term expiring April 30, 2018.

Note: Ms. Henderson failed to meet the 2016 Attendance requirement but asked the Board to reconsider her.

Motion was made by Commissioner Puckett, seconded by Commissioner Leake and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Samantha Abt-Bumgarner and Allyson Dunlap to the Women's Advisory Board to fill unexpired terms expiring April 30, 2018 and Ruth Pierce to fill an unexpired term expiring June 30, 2019.

Note: They replace Andrea Brown, Mallorri Hermanson and Courtney Rhodes.

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Vanessa Clarke to the Women's Advisory Board to fill an unexpired term, expiring April 30, 2018.

Note: She replaced Miyoshi Petty.

Motion was made by Commissioner Leake, seconded by Commissioner Cotham and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to nominate and appoint Mable Hemphill to the Women's Advisory Board to fill an unexpired term, expiring November 30, 2019.

Note: She replaced NouaChi Vang.

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17-3879 APPOINTMENTS

SMALL BUSINESS AND ENTREPRENEURSHIP ADVISORY BOARD

The vote was taken on the following nominees for appointments to the Small Business and Entrepreneurship Advisory Board:

Alyssa Bitner	None
Chris Clark	Commissioners Dunlap, Fuller, James, Puckett, Ridenhour, and Clarke
Nikita Devereaux	Commissioners Dunlap, Fuller, James, Puckett, and Ridenhour
Lula Dualeh	None
Mable Hemphill	Commissioner Cotham, Leake, Ridenhour, and Scarborough
Nick Koutsoupas	Commissioners Dunlap, Fuller, James, Puckett, Ridenhour, and Clarke
Charkia Massey	None
Monica McNiell	None
Austin Morphies	Commissioners Dunlap, Fuller, James, Puckett, and Ridenhour
Sona Oliver	Commissioners Clarke, Cotham, Dunlap, Fuller, James, Ridenhour, and Scarborough

Chair Scarborough announced the appointment of Chris Clark, Nikita Devereaux, and Nick Koutsoupas to the Small Business and Entrepreneurship Advisory Board to fill unexpired terms expiring June 30, 2017 and Austin Morphies and Sona Oliver to fill unexpired terms expiring June 30, 2018.

Note: They replace Dorian Carter, Terri DeBoo, Khalif Rhodes, John Shaul, and Juanita Tackett.

17-3880 APPOINTMENT – WASTE MANAGEMENT ADVISORY BOARD

Motion was made by Commissioner Puckett, seconded by Commissioner Cotham and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to reappoint Martin Doss to the Waste Management Advisory Board as recommended by Charlotte City Council for a three-year term expiring February 28, 2020.

PUBLIC HEARINGS

17-3868 PUBLIC HEARING – NAMING OF MECKLENBURG AVENUE PEDESTRIAN ENTRANCE OF MIDWOOD PARK

Motion was made by Commissioner Puckett, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and

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Scarborough voting yes, to open the public hearing on request to name the Mecklenburg Avenue pedestrian entrance of Midwood Park the "Jerry L. Brown Midwood Park Memorial Entrance."

No one appeared to speak.

Commissioner Ridenhour spoke of Mr. Brown's love for the community.

Motion was made by Commissioner Dunlap, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to close the public hearing on request to name the Mecklenburg Avenue pedestrian entrance of Midwood Park the "Jerry L. Brown Midwood Park Memorial Entrance." and approve the naming of the Mecklenburg Avenue pedestrian entrance of Midwood Park the "Jerry L. Brown Midwood Park Memorial Entrance."

17-3869 PUBLIC HEARING – NAMING REQUEST FOR HORNET'S NEST INDOOR SHELTER

Motion was made by Commissioner Dunlap, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to open the public hearing on the request to name the Indoor Shelter at Hornet's Nest Park the "David Williamson Jr. Pavilion at Hornet's Nest Park."

Johnny Johnson spoke in support of the request.

Motion was made by Commissioner Dunlap, seconded by Commissioner James and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to close the public hearing on the request to name the Indoor Shelter at Hornet's Nest Park the "David Williamson Jr. Pavilion at Hornet's Nest Park" and approve the naming of the Indoor Shelter at Hornet's Nest Park the "David Williamson Jr. Pavilion at Hornet's Nest Park."

17-3894 RE-NAMING OF COUNTY FACILITY (COMMISSIONER LEAKE)

Motion was made by Commissioner Leake, seconded by Commissioner Puckett and unanimously carried with Commissioners Clarke, Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to open the public hearing on Mecklenburg County's proposal to name the Northwest Campus, Health Department Facility located at 2845 Beatties Ford Road to the "Harry L. Jones, Sr. Public Health Center" in honor of the late and former County Manager Harry L. Jones, Sr. who passed away on February 15, 2017.

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Lahari Jones (daughter) and Rebecca Jones (wife) expressed thanks and appreciation to the Board for wanting to name a County facility after Mr. Jones, but asked that the family be allowed time to consider this matter and that no action be taken. They said the family was still grieving and not able to comment on the proposal and/or make a recommendation at this time.

Commissioner Clarke left the dais and was away until noted in the minutes.

Motion was made by Commissioner Fuller, seconded by Commissioner Leake and carried 8-0 with Commissioner Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to close the public hearing on Mecklenburg County's proposal to name the Northwest Campus, Health Department building located at 2845 Beatties Ford Road, as the "Harry L. Jones, Sr. Public Health Center" in honor of the late and former County Manager Harry L. Jones, Sr. who passed away on February 15, 2017.

Note: The Board respected the family's request and took no further action.

ADVISORY COMMITTEE REPORTS

17-3851 LUESA—AIR QUALITY COMMISSION ANNUAL REPORT

The Board received as information the annual report of the Air Quality Commission, presented by its Chairman Peter McGrath.

Commissioner Clarke returned to the dais.

A copy of the report is on file with the Clerk to the Board.

Commissioners thanked Mr. McGrath and members of the Air Quality Commission for the report and asked questions of him, all of which were addressed.

MANAGER'S REPORT

17-3852 LIVABLE MECK UPDATE

Item was removed from the agenda and will be rescheduled.

17-3888 HUMAN RESOURCES UPDATE

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The Board received as information a Human Resources Update on Community Partnerships and Paid Parental Leave from Human Resources Director Joel Riddle.

It was noted that per staff's research regarding paid parental leave, it was being recommended that the Board implement "Paid Family Leave." "Paid Family Leave" would allow employees to be off for the birth of a child, legal placement of a child for adoption, foster care or guardianship, or when caring for their child/step child, spouse or parent/step parent who had a serious health condition. Paid Parental Leave only addressed the birth of a child, legal placement of a child for adoption, foster care or guardianship and not serious health conditions of children, spouse, or parents.

Reasons for Implementing Paid Family Leave:

- Maintain competitiveness with recruitment and retention
- Address employees' suggestions for benefits related to elder care
- Consideration to when caring for seriously ill spouse or parent
- Eliminate the perception of preferential treatment for a small sector of the organization
- Provide equal benefit for diverse employee population
- The proposed effective date would be January 2018.

Eligibility: Full time benefits eligible employee and eligible for continuous family medical Leave as defined by FMLA excluding intermittent and employee only leave.

Qualifying Reasons: Birth of a child, legal placement of child for adoption, foster care or guardianship, and/or caring for the employee's child/step child, spouse or parent/step parent who has a serious health condition.

Amount/Duration: County provides 100% of employee's salary not to exceed six (6) weeks and runs concurrently with FMLA.

Cost: Potential reduction to turn back dollars, costs to temporarily backfill, reassign responsibilities or pay overtime to cover absence. However, there is no additional budgetary appropriation.

A copy of the report is on file with the Clerk to the Board.

Comments

Commissioner Cotham spoke in support of paid parental leave, which she suggested be considered. She also expressed support of staff's recommendation for "Paid Family Leave."

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Commissioner Ridenhour expressed concern for the cost of providing “Paid Family Leave.” He said the County currently had a very “generous” benefit package. Commissioner Ridenhour said he was okay with expanding maternity leave to parental leave and offering sixteen weeks, like Bank of America, but had reservations about expanding it to “Paid Family Leave” as proposed.

County Manager Diorio said “Paid Family Leave” was being recommended based on the data because only 1.7% of County employees took advantage of FMLA for parenting or bonding. County Manager Diorio said with the average age of the County’s workforce being in mid-forties, it was more likely that more employees would benefit from “Paid Family Leave” than “Paid Parental Leave.” County Manager Diorio said if the County wanted to be fair and equitable to the entire employee base, then benefits needed to be offered so that everyone would have the opportunity to take advantage of them, if needed, over the course of their employment with the County.

County Manager Diorio said she didn’t foresee cost as being an issue. She said it would cost more but that the Board would not be asked to appropriate any additional funds.

Commissioner Puckett asked whether the proposed leave would be in addition to an employee’s vacation time. *The response was yes.*

Commissioner Puckett said comparing the County’s benefits to those offered in the banking industry was not an “apples to apples” comparison.

Commissioner Puckett expressed concern for the cost of providing “Paid Family Leave.” He noted other current employee benefits that weren’t provided in other employment sectors. He said the County’s current employee benefits were very competitive.

Commissioner Fuller made favorable comments regarding the County’s participation in the Mayor’s Summer Youth Employment Program and Park and Recreation’s Youth Employment Corps program.

Commissioner Fuller asked about the County’s current policy with respect to the Family Medical Leave Act, which was addressed.

Commissioner Fuller asked staff to consider whether the proposed “Paid Family Leave” could be in addition to FMLA leave since FMLA leave was unpaid anyway. He noted as an example that an employee with enough vacation and sick leave could possibly end up taking eighteen weeks.

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Director Riddle said he felt Commissioner Fuller's suggestion had been accounted for and explained how.

Commissioner Fuller asked if staff felt utilization of the benefit would increase. *The response was yes.*

Commissioner James questioned whether the ability to take off to care for someone should only be made available to someone who was the "primary caregiver." He expressed concern for possible abuse by employees, particularly males. He suggested staff look at Wells Fargo's primary caregiver leave policy.

Commissioner James questioned whether the County should consider a trade off, whereby the implementation of "Paid Family Leave" would replace the ability to accumulate unlimited sick and vacation leave, which was currently allowed.

Commissioner Dunlap asked for clarity on the purpose of wanting to implement "Paid Family Leave." *The purposes noted were for competitiveness and as a morale builder.*

Commissioner Dunlap questioned whether there were other options available to accomplish the same goal, such as offering extra vacation days or sick days for not taking time off as an incentive. He said he was comfortable with the "Paid Family Leave" being provided to the primary caregiver.

Director Riddle said the County currently did what Commissioner Dunlap referenced because employees can accumulate four hours of extra vacation if they go seven pay periods without taking sick time. He said theoretically an employee could earn two extra days of vacation annually.

Commissioner Dunlap asked that other options be considered prior to asking the Board to vote on the proposed "Paid Family Leave."

Commissioner Clarke expressed general support of the proposal. He said in most advanced and industrialized countries parental leave was mandated by law. He said the amount of time off ranged from four weeks to twenty weeks. He said it was paid for through a system that was like the social security system, so it didn't just fall on one employer or another.

Commissioner Clarke commented in response to Commissioner James' concern about a person being the "primary caregiver." He addressed the need for primary caregivers to have someone to assist them in getting things done.

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Commissioner Clarke said there was always the possibility of abuse by persons taking advantage of the benefit, but he did not see it being a major problem.

Commissioner Clarke said although he was generally supportive of the proposal, more time was needed by the Board to consider all the options. He said this was a complex issue.

Commissioner Leake said she hoped this matter would be looked at from the perspective of supporting families.

Commissioner Cotham said Mecklenburg County employees were very dedicated to their job and that she did not foresee the abuse of this benefit, if provided, being a major problem.

Commissioner Cotham asked staff to consider with respect to maternity leave, perhaps granting more time to mothers who had a C-Section or multiple births.

Commissioner Clarke left the meeting and was absent for the remainder of the meeting.

Commissioner Puckett addressed the competitiveness of the County's existing benefits. He said a lot of the County's older employees typically would have accumulated enough sick leave to address whatever needs they or a family member had.

Commissioner Ridenhour asked for clarity around what was offered by some of the other counties that were looked at. *The response was that those counties had parental leave.*

Commissioner Ridenhour asked that when the matter came back to the Board that more information be provided as to what the banks offered. He questioned whether the banks offered sixteen weeks for the family side of the equation. Commissioner Ridenhour said he felt that less time was offered for the family leave versus the parental leave.

Commissioner Ridenhour said he was supportive of bringing the County's policy into the 21st century and that he would be supportive of changing the maternity and parental leave to twelve or sixteen weeks. He said he was okay with offering family leave but that perhaps the number of weeks should be less.

Commissioner Ridenhour addressed the competitiveness of the County's existing benefits and made reference to the fact that upon retiring employees were paid for accumulated sick and vacation leave.

Chair Scarborough said to have a spouse at home while the mother was on maternity leave was very beneficial.

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Note: The above was not inclusive of every comment but was a summary.

17-3898 UPDATE ON CORRECTIVE ACTIONS AT THE PUBLIC HEALTH DEPARTMENT

The Board received an update from the County Manager on the status of activities and corrective actions at the Public Health Department. The following was noted:

- There were 185 patients with abnormal pap smear test results.
- 110 of the 185 patients needed a repeat test.
- They were all sent communications.
- Follow-up with those patients would be monitored to make sure they come back in for their repeat test.
- There were 75 of the 110 that needed specialty referrals, 40 of whom were seen at the specialty clinic that was ran out of the Health Department. Sixteen were seen at a referral organization that the Health Department used.
- Sixteen are scheduled to see a specialist and three no longer live in N. C. but have been located.
- Those three are being located through the Health Department in the state in which they now reside.
- All patients have now been located. They have either been seen or will be scheduled to be seen for their follow-up test.
- County Internal Audit was continuing its review of the Health Department.
- The N.C. Department of Health was in Mecklenburg County today, March 21, 2017 to talk with staff in the Health Department's Family Planning Division to start their review. They would continue to do that review, as well as, do an agency-wide review of the Health Department.
- Staff was moving forward with obtaining a consultant to help with a clinical operational assessment of the Health Department.
- The Request for Proposal was sent out to 28 firms, four of whom expressed interest in doing the work.

Commissioner Ridenhour left the dais and was away until noted in the minutes.

- Those four firms were interviewed, Public Consulting Group, Navigant, Galloway Consulting, and Cigna Med Solutions.
- Staff recommends contracting with Navigant for \$261,000 to do the assessment and to help with implementation of the recommendations.

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- Staff recommends contracting with and Practice Partners for Health to work with staff on executive level roles and responsibilities and other issues at the senior level of the Health Department. The contract amount would be \$25,000.

Motion was made by Commissioner James, seconded by Commissioner Leake and carried 7-0 with Commissioners Cotham, Dunlap, Fuller, James, Leake, Puckett and Scarborough voting yes, to authorize the County Manager to obtain the services of Navigant for \$261,000 and Practice Partners for Health in the amount of \$25,000.

RETIRING OFFICER

The County Manager acknowledged the pending retirement of Charlotte-Mecklenburg Police Officer Robert “Bob” Goodwin in April. Officer Goodwin has provided coverage at Board meetings for the last 6 years. He has 30 years of service with the Charlotte-Mecklenburg Police Department.

County Manager Diorio expressed thanks to Officer Goodwin for his years of service. This was echoed by the Board as well.

Commissioner Ridenhour returned to the dais.

DEPARTMENTAL DIRECTORS’ MONTHLY REPORTS

17-3884 DEPARTMENT MANAGEMENT MONTHLY REPORTS

The Board received as information monthly department management reports for March, 2017.

Note: The County Manager requested department directors develop department management monthly reports highlighting key activities and initiatives within the departments and that reports show relevant performance indicators of departmental activity.

A copy of the reports is on file with the Clerk to the Board.

17-3885 FEATURE DEPARTMENT PRESENTATION: CHARLOTTE MECKLENBURG LIBRARY

The Board received a report from the Charlotte Mecklenburg Library CEO Lee Keesler.

A copy of the report is on file with the Clerk to the Board.

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Commissioners thanked Mr. Keesler for the report and asked questions of him, all of which were addressed.

STAFF REPORTS & REQUESTS - NONE

COUNTY COMMISSIONERS REPORTS & REQUESTS

**17-3859 PROPOSED AMENDMENT TO THE COUNTY FACILITY NAMING POLICY
(COMMISSIONER RIDENHOUR)**

Commissioner Ridenhour addressed the County's current Facility Naming Policy and the process differences between a facility naming request for a facility on park property versus non-park property. He said the process for naming a facility that was on park property was much more cumbersome.

It was noted that the County enters into public/private partnerships to create funding opportunities for Park and Recreation capital projects. In some cases, private entities offer the naming of facilities for those donors as a mechanism to raise private dollars. In those instances, the complex and lengthy process for the approval of naming park and recreation facilities can be seen as a disincentive for donors. The proposed amendment to the County Facility Naming Policy will facilitate and encourage donor participation in these important projects. The proposed amendment reads as follows:

I. If a private entity has entered into an agreement with the County to raise funds for a capital improvement, construction or renovation, and the entity desires to offer naming rights as a mechanism to raise funds, the policy provisions in the "Park and Recreation Public Areas and Facilities Naming Policy" will not apply.

II. After the application is submitted to Mecklenburg County, staff will review the application and perform any due diligence it deems necessary for the purposes of delivering a staff recommendation to the Board of County Commissioners. This action will be performed in an efficient but thorough manner, so a public hearing may be scheduled in a reasonable period of time. The recommendation should be presented to the Board of County Commissioners prior to the public hearing being held.

III. The Board of County Commissioners will receive the application, hold the public hearing and then consider the application for approval.

Comments

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Commissioner Dunlap questioned why a private entity should be allowed to “go around” the process.

Commissioner Ridenhour explained the difference between this type of request versus others, noting that this would be applicable to community partners wanting to enter into an agreement with the County to raise funds for a capital improvement, construction or renovation, and the entity desires to offer naming rights as a mechanism to raise funds.

Commissioner Dunlap said he was concerned about the message this would send, which was that if you “got money you can get something named, but if you don’t you’re just out.”

Commissioner Dunlap said Park and Recreation on its own had found donors and supporters to support various projects.

Commissioner Dunlap said private entities should go through the same process as Commissioners and the public with respect to facility naming requests.

Commissioner Leake noted that all park property was owned by the County and paid for with taxpayer dollars. Commissioner Leake said she viewed the request as creating a “have and the have nots” process. Commissioner Leake said she needed more clarity.

Commissioner Puckett noted that recently the County had already done what was being proposed, as a result of the contract agreement with the Smiths regarding memorial stadium. He said in that instance, the Board gave up the naming rights and waived the rules. Thus, the Board of Commissioners had the right to do so, site specific, at any time.

Commissioner Puckett suggested that perhaps Queens University should make a similar request of the County to waive the process for naming rights but fold them under the Board’s Guidelines, so that the public was protected.

Commissioner Puckett said it was a little strange having two different sets of requirements, as was currently the case.

Commissioner Dunlap questioned why there were two sets of facility naming guidelines. He suggested there only be one.

Commissioner Puckett recommended voiding Appendix 1, the Park and Recreation standards and just have the Board’s guidelines applicable to all naming requests.

Commissioner Fuller noted that the County’s policy already allowed for exceptions to be made.

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Commissioner Fuller said his preference would be to have a rule that addressed when exceptions would be made. He said what was being proposed was an example of such a rule. He said even with this rule, there was still a process that one would have to go through.

Commissioner Leake asked for clarity with respect to who would receive the funds raised.

County Attorney Bethune explained that the funds would be used on the site. He said using Queens University as an example, Queens would raise the funds to build the tennis court and wanted the ability to name the tennis court once it was built. He said the court would be used by Queens during school hours and the public during non-school hours.

Commissioner Fuller asked if staff had any comment on the proposal.

Park and Recreation Director Jim Garges noted the following:

- Park and Recreation had worked with Queens University for several months regarding this project.
- Queens was aware of the current policy and that the naming could have taken place by now had they wanted it to.
- The current process was in place so that citizens who lived near Park and Recreation facilities would have an opportunity to weigh in on a naming.
- In some instances, the process might take a little longer but that in his ten years, no one had complained about the naming process.
- In this instance the scheduling of meetings took a little longer than it should have and Park and Recreation acknowledged responsibility for that.
- It was a matter of making sure organizations understood the process.
- The naming process could begin while a project was under construction and organizations were informed of that.
- Park and Recreation was supportive of people being involved in the process and wanting to raise money.
- The process starts with the Board being made aware of the naming of a facility before anything starts in case a Board member had an objection about it. This was important because there could be an occasion where the process began and the Board was not aware of it and when it came time for the public hearing, things go “south.” Park and Recreation would not want that to happen to anyone.

Director Garges said the Board could shorten the process if it desired to do so. He said the ability to name a facility if you make a donation was already in the policy. He said the Board currently had all of the flexibility it needed.

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Director Garges said in the instance involving Queens University, all they needed to do to get things underway was to put in an application for consideration, which had not occurred.

Director Garges said everyone was required to complete an application, whether money was involved or not. He noted that requests did not have to involve money.

Commissioner Cotham spoke in support of the proposed amendment. She said it was a “win” for everyone, including the taxpayer. She said the amendment would just put the matter on a faster pace.

Commissioner Puckett said he was okay with the proposed amendment but would recommend going forward that the current policy be reviewed to see if it could be streamlined.

Commissioner Dunlap said he, too, felt the current policy should be revisited. He said his interpretation of what was said by Director Garges was that the Board was being asked to fix a problem that didn’t exist.

Commissioner Dunlap said he was not supportive of “piecemealing a fix” that the entire facility naming policy should be reviewed and that staff come back with recommendations for possible changes.

Commissioner Ridenhour said he was not opposed to the entire policy being reviewed, but that proposed amendment still allowed for public input and for the County to do its due diligence.

Motion was made by Commissioner Dunlap, seconded by Commissioner Leake, that the proposed amendment and a review of the entire facility naming policy be referred to the Park and Recreation Commission for a review and a recommendation back to the Board by the next meeting.

Commissioner Puckett said the Board currently had the flexibility to waive any portion of the policy that it wanted to.

Substitute motion was made by Commissioner Ridenhour, seconded by Commissioner Fuller and carried 6-2 with Commissioners Cotham, Fuller, James, Puckett, Ridenhour and Scarborough voting yes and Commissioners Dunlap and Leake voting no, to approve the following amendment to the Mecklenburg County Facility Naming Policy:

I. If a private entity has entered into an agreement with the County to raise funds for a capital improvement, construction or renovation, and the entity desires to offer naming rights as a mechanism to raise funds, the policy provisions in the “Park and Recreation Public Areas and Facilities Naming Policy” will not apply.

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II. After the application is submitted to Mecklenburg County, staff will review the application and perform any due diligence it deems necessary for the purposes of delivering a staff recommendation to the Board of County Commissioners. This action will be performed in an efficient but thorough manner, so a public hearing may be scheduled in a reasonable period of time. The recommendation should be presented to the Board of County Commissioners prior to the public hearing being held.

III. The Board of County Commissioners will receive the application, hold the public hearing and then consider the application for approval.

17-3874 LAND ACQUISITION

Motion was made by Commissioner James, seconded by Commissioner Leake and carried 8-0 with Commissioners Cotham, Dunlap, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to adopt a resolution of intent to exchange a fee simple portion of County owned Tax Parcel 067-031-11 (+/- 2.26 acres) for a permanent greenway easement on a portion of Tax Parcel 067-031-04 (+/- 3.76 acres) for construction of greenway trail along Stewart Creek with Morehead Ridge, LLC. Secondly, to authorize the County Manager to execute a rezoning petition to be filed with the City of Charlotte for the portion of County owned Tax Parcel 067-031-11 (+/- 2.26 acres) proposed to be conveyed to Morehead Ridge, LLC.

Commissioner Dunlap left the meeting and was absent for the remainder of the meeting.

CONSENT ITEMS

Motion was made by Commissioner James, seconded by Commissioner Puckett and carried 7-0 with Commissioners Cotham, Fuller, James, Leake, Puckett, Ridenhour and Scarborough voting yes, to approve the following item(s):

17-3849 GRANT APPLICATION – CRIMINAL JUSTICE SERVICES

Authorize Criminal Justice Services (CJS) to submit an application to the U.S. Department of Justice, Bureau of Justice Assistance for \$400,000 for three years under the Comprehensive Opioid Abuse Site-based Program solicitation.

17-3864 LAND DONATION- BACK CREEK GREENWAY

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Accept the donation of Tax Parcel 105-371-04 (±6.21 acres) for the future construction of a portion of Back Creek Greenway trail from University East Business Park Association, Inc.

17-3867 CAPITAL RESERVE EXPENDITURE REQUESTS (PARK AND RECREATION)

1. Approve expenditure in the amount of \$180,000 from the Park and Recreation Capital Reserve account for completion of renovations to the Jeff Adams tennis courts; and
2. Approve expenditure in the amount of \$24,000 from the Park and Recreation Capital Reserve account for replacement of the sewer lift pump at Blythe Landing.

17-3871 MINUTES

Approve Minutes of Regular meeting held March 7, 2017.

17-3875 TAX REFUNDS

- 1) Approve refunds in the amount of \$7,719.53 for registered motor vehicles as statutorily required to be paid as requested by the County Assessor, and

Note: This Board action is necessary to approve registered motor vehicle tax refunds resulting from clerical errors, value changes and appeals processed in the new statewide vehicle tax system.

- 2) Approve refunds in the amount of \$188,625.11 and interest as statutorily required to be paid as requested by the County Assessor.

Note: This Board action is necessary to approve tax refunds resulting from clerical errors, audits and other amendments, including revaluation appeals. Accrued interest is estimated to be \$12,690.41.

A list of the taxpayer recipients is on file with the Clerk to the Board.

17-3876 BUDGET AMENDMENT – LUESA (REVENUE INCREASE)

Recognize, receive and appropriate a revenue increase of \$100,000 from Emerald Cove II, LLC and Yadkin Bank as part of a default of bond obligations related to Joy's Serenity Point

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Subdivision in the Town of Cornelius to FY17 Permitting & Compliance Bond Budget (Unit 3090) and carry forward the unspent balance until project is completed.

17-3887 FORECLOSURE ACQUISITION PROGRAM CAPITAL PROJECT ORDINANCE

Approve Foreclosure Acquisition Program Capital Project Ordinance.

Note: This ordinance enables the Tax Collector to implement the Foreclosure Acquisition Program by providing funding to be used to acquire property through the tax foreclosure process. Without this ordinance, foreclosure action cannot commence until at least one bidder is identified. By establishing a capital fund through this ordinance, the fund can be replenished using proceeds from the sale of County acquired property.

**MECKLENBURG COUNTY, NORTH CAROLINA
FORECLOSURE ACQUISITION PROGRAM
CAPITAL PROJECT ORDINANCE**

BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF MECKLENBURG COUNTY, NORTH CAROLINA, THIS THE 21ST DAY OF MARCH, 2017:

WHEREAS, Mecklenburg County has decided to accumulate funds from the sale of County property acquired through the tax foreclosure process together with any other available funds;

NOW, THEREFORE, BE IT ORDAINED that the Foreclosure Acquisition Program Capital Project Fund is hereby established as follows:

Section I. The purpose of this Foreclosure Acquisition Program Capital Project Fund is to hold and account for revenue as specified above and held for use for the purpose of providing funds for expenses related to the acquisition of property through the foreclosure process.

Section II. The County Director of Finance is authorized to receive and place into the Foreclosure Acquisition Program Capital Project Fund the specified revenues.

Section III. \$500,000 transfer from the General Fund, is hereby appropriated for the purposes specified above.

Section IV. This Foreclosure Acquisition Capital Project Fund will remain in place until terminated by the Board of County Commissioners.

Ordinance recorded in full in Ordinance/Minute Book _____, Document # _____.

17-3891 CITIZEN'S CAPITAL BUDGET ADVISORY COMMITTEE (CCBAC)

Approve an amendment to the Citizen's Committee (CCBAC) charge.

Note: Currently, the CCBAC is charged with reviewing, developing and recommending capital standards for all functional areas as a basis of determining capital need for BOCC approval. The proposed amendment allows the CCBAC to:

- 1) To receive and review capital project forms and quarterly capital project reports;*
- 2) Report to the Board of County Commissioners annually on the findings of the quarterly capital reports as it relates to Capital, Deferred Maintenance and Capital Operating Costs; and*
- 3) Review the agency and community engagement process for the Capital Improvement Program.*

Citizens Capital Budget Advisory Committee

1. The Committee will be focused on the charge given by the Board of County Commissioners:
 - *To receive and review capital project forms and quarterly capital project reports;*
 - *Report to the Board of County Commissioners annually on the findings of the quarterly capital reports as it relates to Capital, Deferred Maintenance and Capital Operating Costs ;*
 - *Review the agency and community engagement process for the Capital Improvement Program;*
 - *The Chair and Vice Chair are required to meet periodically with the Financial Services Director or designee to report on the activities of the CCBAC.*
2. A quorum must be present for an official meeting of the Committee and for official action to be taken. Decisions of the Committee are determined by a majority vote of the members present.
3. A chair and vice chair will be elected by members.
4. The Chairman may appoint subcommittees to work on specific tasks and reviews. These sub-committees will present information and recommendations to the Committee. The work of the subcommittees is considered "work in process" until official action is taken by the Committee.
5. The Chairman will approve the agenda for distribution to members. (When meeting on a monthly schedule, approval will occur one week before the scheduled meeting date. When meeting on a more frequent basis, approval will occur three business days before the scheduled meeting.) Items may be placed on the agenda by any member of the Committee in advance of a meeting by requesting such at a previous meeting of the Committee or by contacting the Chairman at least one day prior to the day of approving the agenda for distribution. In order to add an item to the agenda during a meeting, all Committee members present must vote in favor of adding the item.

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5. All meetings of the Committee are open to the public.
6. The Chairman or his/her designee shall serve as the official spokesperson of the Committee. In doing so, the Chairman will convey official actions taken by the Committee and may discuss the different viewpoints and concerns of the membership relating to these actions. Members of the Committee are to refer the media to the Chairman for this information.
7. County staff is assigned to the Committee and its subcommittees to provide information and administrative support for the Committee's charge. Requests for information and support should be made to the assigned staff, preferably during meetings, rather than to individual County departments or other agencies participating in the County's capital program.
8. It is appropriate for a member of the Committee to be excused where that member recognizes a conflict of interest between his own interest and the interest of the County. It is suggested that, if in doubt, the member should be excused. It is also appropriate for a Committee member to be excused if he or she was not present for the discussion or dissemination of information in reference to the vote.

THIS CONCLUDED ITEMS APPROVED BY CONSENT

Commissioner James left the meeting and was absent for the remainder of the meeting.

**17-3861 BUDGET ADMENDMENT – HEALTH DEPARTMENT (REVENUE
INCREASE/DECREASE)**

Motion was made by Commissioner Leake, seconded by Commissioner Fuller and carried 6-0 with Commissioners Cotham, Fuller, Leake, Puckett, Ridenhour and Scarborough voting yes, to:

1. Recognize, receive and appropriate a net increase in revenue in the amount of \$116,052 (The net increase is to reflect actual state and federal funding.)
2. Recognize, receive and appropriate an increase in Environmental Health revenue in the amount of \$74,139
3. Approve the creation of an Environmental Manager position to be funded with the additional revenue
4. Recognize, receive and appropriate additional Medicaid revenue for the Children's Developmental Services Agency (CDSA) Program in the amount of \$49,254
5. Approve the creation of a Case Coordinator position to be funded with additional Medicaid Funds, and

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6. Approve the creation of 2 part-time Administrative Support positions in the Call Center to support peak call periods.

Commissioner Leake removed this item from Consent for more public awareness.

17-3865 DUKE ENERGY LIGHTING SERVICE CONTRACT – THOMAS MCALLISTER WINGET PARK

Motion was made by Commissioner Leake, seconded by Commissioner Puckett and carried 6-0 with Commissioners, Cotham, Fuller, Leake, Puckett, Ridenhour and Scarborough voting yes, to approve a 10-year service contract with Duke Energy in the amount of \$19,080 (\$1,908 per year) for all parking lot lights and poles at Thomas McAllister Winget Park.

Commissioner Leake removed this item from Consent for more public awareness.

17-3886 C.W. WILLIAMS – FY2017 RESTRICTED CONTINGENCY

Motion was made by Commissioner Leake, seconded by Commissioner Fuller and carried 6-0 with Commissioners, Cotham, Fuller, Leake, Puckett, Ridenhour and Scarborough voting yes, to approve the release of C.W. Williams restricted contingency funding in the amount of \$390,000 as recommended by the County Manager.

Commissioner Leake removed this item from Consent for more public awareness.

ADJOURNMENT

Motion was made by Commissioner Puckett, seconded by Commissioner Fuller and carried 6-0 with Commissioners Cotham, Fuller, Leake, Puckett, Ridenhour and Scarborough voting yes, that there being no further business to come before the Board that the meeting be adjourned at 10:43 p.m.

Janice S. Paige, Clerk

Ella B. Scarborough, Chair